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13 March 1969

TO ALL MEMBERS OF THE OFFICE OF PERSONNEL

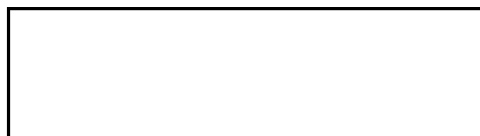
SUBJECT: A Look at Ourselves

I want to express my appreciation to all members of the Office of Personnel for the fine response to my request of 6 December 1968 for a collective review of the way we are doing things in meeting our assigned responsibilities. The comments and constructive ideas which resulted from your group discussions are currently being reviewed. It is my intention to reply to each. This will take some time, but I don't want to delay this congratulatory acknowledgement to you pending the final evaluation of the ideas submitted.

A total of 239 separate items for consideration were forwarded from all components of the Office of Personnel. Some, of course, we can act upon immediately; others, which affect external procedures, will require more thoughtful evaluation. In time, each of you will be aware of action taken or contemplated, or where circumstances limit implementation, an explanation will be communicated.

As you may know, several senior members of my staff and I spent a recent weekend in an out-of-town facility for a thorough review of our Agency personnel management program. We gave a hard look at the way we are currently doing things and what may be required of us all in the future. Many of the imaginative ideas submitted as a result of our recent "A Look at Ourselves" exercise proved invaluable at this session.

I hope we will maintain this effort to regard with a critical eye what we do, why we do it and how we do it. Don't consider this as having been a one-time exercise. Please continue to let us have your thoughts and ideas.



Robert S. Wattles
Director of Personnel

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